

Outlook

THE UNIVERSITY OF MARYLAND FACULTY AND STAFF WEEKLY NEWSPAPER
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Contributing to a
Bright Future,
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Boomer's Back: Former Terp Returns to Inspire Grads

Former University of Maryland quarterback Norman "Boomer" Esiason makes his return to campus Dec. 23. The NFL broadcaster will address graduates during Winter Commencement at Cole Field House.

Esiason, who led the Terps under Bobby Ross to an ACC title in 1983 and set 17 school offensive records, currently sits in the "Monday Night Football" broadcast booth alongside Al Michaels. He spent 14 years in the NFL with the Cincinnati Bengals, Arizona Cardinals and New York Jets.

Now one of Maryland's most recognizable sports stars is returning to where it all began. "I'll put myself back into those same seats again," says Esiason. "I was also a winter graduate." He graduated in 1984 with a degree in general studies.

Speaking at Cole Field House will not be his first visit to campus since leaving Byrd Stadium for the NFL draft. Esiason has kept close ties with the university ever since. He visited campus most recently when the resurgent Terps football team played Clemson this fall. He also regularly



Norman "Boomer" Esiason

"No one in my English classes probably would've thought I would make it this far."

—Boomer Esiason

books: "Toss," a detective story about a young quarterback phenom, and "A Boy Named Boomer," a children's book.

Although "Toss" was praised as a mystery for adults, he says he is most proud of the kid's book. In it he relates a story about his father, who recently passed away, playing football with him in the backyard. His father, who was his biggest mentor, told him to "love the ball." "That football was one of those plastic yellow things with the holes in

attends basketball games, and has been known to plug the university whenever the opportunity presents itself in his weekly football broadcasts.

The football star is a household name when it comes to sports, but he is also a businessman, philanthropist and author. He co-authored two

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Lucent Technologies and University Expand Collaboration in New Technology Development

Lucent Technologies and the University of Maryland recently announced a memorandum of understanding that expands their strategic relationship, which includes research collaboration, e-business development and the application of Lucent information technology in the living and learning environment on campus. The agreement proposes three new initiatives.

First, Lucent will design and equip a "digital residence hall" at the university to serve students selected for the Hinman Campus Entrepreneurship Opportunities Program. This facility will become a showcase for advanced Lucent communications solutions including multimedia messaging, videoconferencing and high-speed wireless voice and data networking. Students

will use these applications as they build and run their own businesses. Lucent will develop an area within the campus' Office of Information Technology to showcase these advanced capabilities for the entire university community as well as Lucent's customer base.

Second, Lucent will become an anchor tenant

in the university-proposed new Technology Park, to be developed in proximity to campus. Lucent will house about 100 associates and staff in the facility when it is completed in two years.

Third, Lucent and the university will collaborate on e-business initiatives that will serve the University of Maryland as well as the State of Maryland's eMaryland program, which is a project to create the most advanced e-business environment in the United States. In addition to development and testing, these initiatives will expose select university students to leading-edge e-business tools.

"The University of Maryland is a leader in the development and application of information technologies," says President Dan Mote. "Its influence is particularly felt in the exploding digital economy of the nation's capital region, which is rapidly becoming the center of the global Web-based economy. Lucent Technologies and its research engine, Bell Laboratories, are at the forefront of the develop-

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"We are very excited about this opportunity to deepen our relationship with an innovation leader like the University of Maryland."

— Bill O'Shea,

Lucent Enterprise Network

Exempt Pay Program Implementation Draws Near

The implementation of the University System of Maryland (USM) Exempt Pay Program cleared its final hurdle on Dec. 3 when the Board of Regents approved the ten exempt Pay Program policies. The policies are effective Jan. 2, 2000, with the exception of the Policy on Pay Administration, which has an effective date of Feb. 27, 2000.

The USM exempt Pay Program, with its flexible policies that enable each campus to be competitive in its own labor market and with comparable peer institutions, will create an important framework for the flagship institution as it strives to recruit and retain an exempt workforce that reflects its culture of excellence and rewards contributions in pursuit of strategic goals. The program combines the university's approximately 1,400 regular associate staff, academic administrators and classified-exempt employees into one unified category of employment called exempt.

Prior to implementation, all exempt positions will be placed into one of five broad "bands" (see chart, page 6), that will reflect each job's relative value to a market benchmark or within the university's organizational structure. Though there will be no salary adjustments as a result of exempt Pay

Program implementation, pay administration procedures will promote internal equity through provisions that will permit departments to pay employees relative to the market value of their jobs, and their contributions to the university. The market data being utilized for initial slotting is comprised of a variety of independent compensation surveys. The survey data will be refreshed annually for salary administration purposes. Market salary adjustments that departments identify as necessary should be executed through the annual salary setting process.

Detailed procedures on all aspects of salary administration are currently being developed and will be distributed to the campus prior to the Feb. 27, 2000 implementation. These procedures will establish the guidelines for salary adjustments pertaining to changes in duties, promotions, acting capacity, lateral transfers and demotions, and the identification of market salary ranges for setting starting salaries for new hires.

Between now and early February 2000, the compensation professionals from the Personnel Services Department will be meet-

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Estate Planning and Elder Law

Louis Ulman, a practicing attorney specializing in estate planning and elder and corporate law, is the featured speaker at the Investor's Group meeting at noon, Wednesday, Dec. 15, in Room 4137 McKeldin Library. Ulman, a graduate of Dickinson College and American University's Washington College of Law, will discuss estate planning and answer questions.

Ulman hosts a radio program on WRC AM 570 on progressive planning and also writes a column for *The Columbia Business Monthly*. He is a frequent lecturer on business, estate, financial and asset protection planning and serves on the board of directors of the International Association for Financial Planning, Maryland chapter.

Ulman is a member of the Maryland State Bar Association and the Howard County Bar Association as well as the National Academy of Elder Law Attorneys.

The Investor's Group, co-sponsored by Friends of the Libraries and the Office of Continuing and Extended Education, is open to all. The group, numbering more than 300 faculty, staff, students and community friends, is interested in broadening its knowledge on financial issues.

The next meeting of the Investor's Group is scheduled for Jan. 19.



Do Your Part to Prepare for Y2K Glitches

In addition to all the computer software and hardware issues you have been dealing with to prepare for the Year 2000, Facilities Management is asking for your assistance in preparing university buildings and your spaces for other problems that may occur. Facilities Management has taken all appropriate steps to ensure that mission critical building systems are compliant and ready.

The most likely problem that may occur, however, will be short duration (1-3 hours) electrical outages. Since our heating systems rely on electricity, we ask that you take steps to help us conserve heat in buildings.

Prior to leaving for the holiday break, please:

- Securely close and lock all windows and doors.
- Check all infrequently entered spaces (storage rooms, etc.) to be sure that they are closed.
- Check all windows within the stairwells. Verify that they are closed and locked.
- Shut off and disconnect all non-critical equipment. This includes electrical appliances, computers, water, gas and steam connections.
- Set thermostats between 60 degrees and 65 degrees Fahrenheit. Report any cold areas (less than 40 degrees Fahrenheit) to Work Control (405-2222).
- Consider covering computers and other materials that could be damaged by water with plastic drop cloths or trash bags.
- Post emergency notification information on your laboratory doors or on hazard warning placards (See Environmental Safety Web site for these).

If you must leave equipment in operation:

- Monitor weather conditions.
- If there are power outages in the area, there is a high probability that the university is experiencing power outages also.
- Back up all files on the computer.
- Turn off all the computer equipment.
- Pull all plugs where possible.
- If an ongoing experiment or other situation makes it impossible to turn off IT equipment please inform your supervisor.
- Facilities Management will begin to winterize buildings by shutting off and draining water-filled pipes when inside building temperatures approach 32 degrees Fahrenheit if we believe there is potential for freeze ruptures and flooding damage. Most buildings cannot be heated without electric pumps to circulate steam and hot water. This includes water, steam, fire protection and heating pipes.
- You are responsible to secure any experiments that require water and make alternate arrangements to provide hydration for your animals. Facilities Management will be concentrating on protecting all buildings from freeze damage and will not be able to respond to specific research or animal needs.

Facilities Management will have a limited staff on duty on Dec. 31 and New Year's Day to monitor for problems and respond as necessary. Direct calls for information to Work Control (405-2222) or to UMPD (405-3555).

letter to the editor

Dear Editor,

The Hermanos of La Unidad Latina, Lambda Upsilon Lambda Fraternity, Inc., are having a Christmas toy drive from Dec. 6-23. We are asking for any assistance and help in order to collect toys for needy and less fortunate children this Christmas.

Christmas is a wonderful holiday to celebrate, but, unfortunately, many children do not have the opportunity to enjoy Christmas as they should. That is why it is imperative that we collect as many toys as we can in order to make their Christmas an enjoyable one.

We are asking you to inform other colleagues and students in your class about this toy drive. We are also asking for any suggestions you may have as to where in Montgomery County or Prince George's County there exist foster homes or shelters where we could distribute these gifts on Christmas Eve and Christmas Day morning. We have managed to come up with many in Washington, D.C. However, due to transportation problems it may prove difficult to head out to Washington on these two days.

Your help is greatly needed and appreciated. Any donation can be dropped off in a box in front of the information desk in the Stamp Student Union. We welcome you and your colleagues joining us in distributing these toys as Christmas draws near.

If you should have any questions or concerns please contact us at toys@launidadlatina.org or you may contact me at fmartine@wam.umd.edu or at home at 434-0591.

Yours truly and respectfully,

Flavio Martinez
Secretary, La Unidad Latina,
Lambda Upsilon Lambda Fraternity Inc.
Phi Chapter, College Park

HOPE

To children with nothing,
The gift of one toy,
Creates golden moments,
Of shared hope and joy,
Inspired anew,
As they recall the reason...
Why, it's Hope's own Birthday,
Observed at this Season!
The gift's not the toy;
To impart Hope we strive;
Won't you share in our efforts,
To keep Hope alive?
—Tanya Martinez 1999



Although this is the last issue of the year, *Outlook* will present itself once again next semester, starting Feb. 1.

Continue to send notices, announcements and calendar items to 2101 Turner Building or e-mail to outlook@accmail.umd.edu.

Happy Holidays!

Outlook

Outlook is the weekly faculty-staff newspaper serving the University of Maryland campus community. **Brodie Remington**, Vice President for University Relations; **Teresa Flannery**, Executive Director of University Communications and Director of Marketing; **George Cathcart**, Executive Editor; **Jennifer Hawes**, Editor; **Londa Scott Forté**, Assistant Editor; **David Abrams**, Graduate Assistant; **Erin Madison**, Editorial Intern. Letters to the editor, story suggestions and campus information are welcome. Please submit all material two weeks before the Tuesday of publication. Send material to Editor, *Outlook*, 2101 Turner Hall, College Park, MD 20742. Telephone (301) 405-4629; e-mail outlook@accmail.umd.edu; fax (301) 314-9344. *Outlook* can be found online at www.inform.umd.edu/outlook/

Winter Commencement

Commencement Schedule of Events

The university's winter graduation programs take place Dec. 22 and 23. Students graduating at this time will participate in a variety of activities to honor their achievements.

Wednesday, Dec. 22 the following colleges will hold graduation ceremonies:

- College of Behavioral and Social Sciences - Cole Student Activities Building, 7 p.m.
- Journalism- Tawes Theater, 5 p.m.
- College of Life Sciences- Memorial Chapel, 7 p.m.
- Undergraduate Individual Studies- Nyumburu Cultural Center, Multipurpose Room, 7 p.m.

Thursday, Dec. 23, activities begin at 9 a.m. with a convocation in the Cole Student Activities Building. A reception takes place in the Grand Ballroom of the Stamp Student Union from 11 a.m. to 3 p.m.

The following colleges will hold graduation ceremonies Thursday, Dec. 23:

- College of Arts and Humanities
- American Studies, Comparative Literature, Dance, English, Theatre and Women Studies- Tawes Theatre, Noon
- Art History- Art-Sociology Building, Rm. 2309, Noon
- Art Studio- Art-Sociology Building, Rm. 2203, Noon
- Classics, Foreign Languages, Linguistics -St. Mary's Hall, Noon
- History, Jewish Studies, Russian Area Studies-Skinner Building, Rm. 0200, Noon
- Philosophy-Skinner Building, Rm. 1119, Noon
- Communications- Ritchie Coliseum, Noon
- Robert H. Smith School of Business- Cole Student Activities Building, Noon
- College of Computer, Mathematical and Physical Sciences-Memorial Chapel, Noon
- College of Education- Reckord Armory, Noon
- A. James Clark School of Engineering-Reckord Armory, 2:30 p.m.
- College of Health and Human Performance-Health and Human Performance Building, Rm 2240, Noon
- College of Library and Information Services- Biology/Psychology Building, Rm 1240, 1 p.m.



Speakers for commencement include Boomer Esiason, retired quarterback and commentator for "Monday Night Football," and Maryland alumnus. Student speaker will be G. Scott Shaw, columnist at the *Diamondback* and journalism major.

—ERIN MADISON

G. Scott Shaw Communicates with Students

"I came to college to be a better communicator," says G. Scott Shaw, "and everything I've since pursued has fallen under those premises."

In the realm of university communications, the journalism major became familiar to the Maryland community as first a news reporter, then a design instructor, and finally a bi-weekly columnist for the *Diamondback*. He also served as president of the university's chapter of the Public Relations Student Society of America. Beyond the campus, Shaw found opportunities to expand his communication and design skills as an intern for the High Technology Council of Maryland. "This internship was a perfect fit," he says, "because it offered me insights into the composition of the state's technology industry."

It was also a communications project that first introduced Shaw to the world of hospice care: He designed a brochure for teenagers coping with terminally ill family members that was later used by the Hospice of Prince George's County. He would go on to volunteer at Hospice events, including the 18th Annual Hospice Cup Charity Regatta, the largest charity regatta in the United States, and the Beacon of Hope fundraiser for Hospice of the Chesapeake in Millersville. His belief in hospice care has a rock-solid foundation: "The fact that such a service exists in our current medical system is a breath of fresh air."

Such a phrase may be used by several professors to describe Shaw himself. "He is an energetic, personable and winsome young man," says Reese Cleghorn, dean of the College of Journalism. And Ralph Bauer, assistant professor of English, proclaims, "He is a committed, serious writer with extraordinary gifts and, no doubt, a bright future."



G. Scott Shaw, winter commencement's student speaker.

Post-graduation, Shaw plans to fulfill his dream of driving cross-country ("Everyone does Europe after graduation. No one does America.") to explore firsthand the American history and literature that have been his academic passions. By next fall, he will have settled near Boston, Mass., for a career in high-tech public relations that combines writing, technology and politics. He aspires to be an effective writer and one day publish his own magazine.

"I'm looking forward," he says, "to being successful on my own terms."

Former Terp Returns to Inspire Grads

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it," he remembers. But that experience has stayed with him in the big leagues.

Esiason owns several businesses, including a limousine service and a line of sauces. Proceeds from the sales of his salsa and barbecue sauces benefit cystic fibrosis (CF), a cause Boomer has supported since meeting a young girl with the disease years ago. After his son Gunnar was born with the disease, he formed the Boomer Esiason Foundation to fund CF research.

If someone were to ask a classmate about him, they might not have seen such a successful future for Esiason. "Who would've thought I would make it all the way to the top—Monday Night Football? No one in my English classes

probably would've thought I would make it this far."

In his formal return to his alma mater, Esiason hopes to be an inspiration to graduates just as his father and his mentors at Maryland were to him.

"Thank goodness I had a lot of good people around me. You know what they say, 'always remember where you came from.' I've been fortunate in my life to be surrounded by so many successful people who taught me to be a winner. I'm so happy I've kept those friendships in tact."

—DAVID ABRAMS

Campaign Donors Say It's All about Giving Back

Charles Wellford, chair of the Faculty and Staff Campaign, says most people who work here have something, besides the job, that binds them to the university. "There's something that excites them about the campus," he says, and they give to help the university continue its great work.

Some people love the students and give to scholarships, he says. Others designate gifts to their departments. Whether directing dollars toward specific areas, or designating money to be applied where needed, faculty and staff play an important role in the success of the Bold Vision * Bright Future Campaign.

"It's not so much the size of the donation—people can give as little or as much as they wish—but the fact that they give that's important," says Wellford, acting chair of the department of criminology and criminal justice. With options like payroll deduction or charging to a credit card, and the ability to designate where on campus you'd like your dollars to go, making a contribution is quite easy.

To help spread the word about the Faculty and Staff Campaign volunteer faculty and staff from across campus have been recruited. These donor volunteers are, in most cases, employees who have given to the university in the past. But many are first-time donors who believe in the university and want to play a role in the campaign's success.

"We want this to be truly voluntary, peer-to-peer solicitation," says Wellford. "It's not meant to be a hard sell."

Loretta Carstens, executive administrative assistant to the dean of libraries is a firm believer in giving back to the institution. Carstens, who has been with the university—and the libraries—since 1989, says both she and her two children have benefitted from the university.

Her now 16-year-old son attended the Center for Young Children, including its full-day kindergarten. "It was a wonderful program," she says, "and I think he almost feels like he's an alumnus of the university." Over the years, her son also participated in several art programs and in Gary Williams' summer basketball camp.

Carstens daughter graduated from the university with a degree in fashion merchandising. "She had the benefit of full tuition, for which I am most grateful," says Carstens.

And next May, Carstens is graduating from University College with a degree in business management. As she sees her goal about to be realized, she says she could not have achieved it without the university benefit of tuition remission.

"I appreciate my employment with the university and am very happy to be a part of this place," says Carstens, who began contributing a few years ago, when the Friends of the Libraries foundation was started.

"I think there's satisfaction when you're on the receiving end, and there's always satisfaction when giving back for what you've received," she says.

For alumnus Brent Flynn, assistant to the director of Campus Recreation Services, giving to the university is something he's done since his 1984 graduation. The Pittsburgh native attended the university on a baseball scholarship and then continued his education, earning a master's degree in recreational administration in 1992.

"I contribute as a means of giving back to the university for all the good things the university has done for me," he says. In his role as a campaign volunteer, Flynn says he sees himself as an ambassador for the university.

"Admittedly, if someone is not a graduate of the university, they don't feel the same passion I do," he says. "But it's tough to find a better place to work with all the great benefits and the beautiful campus and facilities. To keep some of these benefits, you have to invest in the university."

Flynn says studies show it's not what you give, but that you give that makes the difference. "If donors outside this university see faculty and staff investing in the University of Maryland, that's a positive for someone with, say, matching funds."

Although not a graduate of the University of Maryland, William Fournery has been giving to the university for 15 years. The chair of aerospace engineering is the youngest of 13 children raised in West Virginia during the Depression.

"I owe a lot for my education," he says. "Otherwise, I would be dead from working in the coal mine, either from a mine caving in or from black lung."

A graduate of West Virginia University, Fournery earned his Ph.D. from the University of Illinois. At both institutions, he says, his education was paid for through scholarships or jobs. Fournery says he believes these universities, along with the University of Maryland, all played a major role in where he is today. "I contribute to give back for all I've gotten from these institutions," he says.

"Maryland is a great university," says Fournery, who has been here since 1966. "Higher education is so important in a young person's life," says Fournery. "I want to see as many of them have an opportunity as possible."

—JENNIFER HAWES

Simply Suzuki

After hearing a group of young Suzuki violinists play, world renowned cellist Pablo Casals said, "Music can save the world." The University of Maryland is doing its part through its recently begun pedagogy program where young children learn how to play the violin and teachers are trained to teach the Suzuki method.

Now in its third year, the Suzuki Violin Program at the University of Maryland is designed to train Suzuki teachers and to serve families. On Thursday, Jan. 27, 2000, the Suzuki Violin Program will host a recital at 6:30 p.m. in the Ulrich Recital Hall of the Tawes Fine Arts Building.

This unique approach to teaching children ages three through 18 to play music was designed by Shinichi Suzuki of Japan. Through his method, children often develop advanced skills at an early age.

According to Ronda Cole, lecturer in the School of Music and director of the school's Suzuki pedagogy, Suzuki applied the principles used in learning a language to teach music: listening, imitating and repetition, starting from birth, and positive parental involvement. The Suzuki training method is designed to have students use left and right brain processes, learn aurally, kinesthetically and visually.

"Learning our native tongue is the most complex and also the easiest thing human beings master in their lifetime," says Cole. Certainly children who have mastered their language by the age of three are very talented, thought Suzuki. Every child can learn.

"Suzuki's purpose in developing this approach is to raise children with beautiful hearts, high character, confidence, self-esteem, respect, sensitivity and discipline," says Cole.

The graduate students who populate the program have already met the rigorous entrance standards for a master of music in violin performance and have applied to this program to become highly trained teachers. Only two graduate students are accepted into this degree specialization each year.

The university hopes to make the program known to the public, says Cole. Families interested in enrolling their child/children can call administrator Wendy Harton at 301-390-6224 or e-mail wjh@wam.umd.edu for more information.

—JAMIE FEEHRY SIMMONS

Multicultural Modules Introduced in Family Studies Courses

Approximately 80 students participated in multicultural modules introduced in their family studies courses this semester. The two-week session modules were the result of a collaborative effort between the family studies department and the Office of Human Relations Programs (OHRP).

"A primary goal of this collaborative effort was to provide students from diverse backgrounds with opportunities to discuss diversity issues, challenge stereotypes and learn about others who were very different from themselves," says Sally Koblinsky, chair of the family studies department.

"These modules were designed to give students ongoing education and experience surrounding diversity instead of the traditional 'one-time' training," says Mark Brimhall-Vargas, acting assistant director of OHRP.

The first module developed for FMST 105: *Individuals and Families* focused on cul-

tural identity and interpersonal relationships. It encouraged students to think about how important their ethnicity is to them, how they feel about it and how it affects their behavior, says Koblinsky.

Experiential learning activities were used extensively and included exercises such as show and tell with a cultural symbol and "Bafa Bafa," which emphasized the challenges of learning to communicate with individuals from a different culture. The various activities were complemented by small group and class discussions. At the end of the two-week module, students developed an action plan describing ways they would continue to explore diversity in the future.

"The module was very valuable," says Maria Vandergriff-Avery, FMST 105 professor. "The activities allowed us to experience issues of multiculturalism in a personally meaningful way. The various exercises and discussions also brought the class together in

terms of creating a warm and interactive environment."

Students appeared to share the same enthusiasm about the module. "This class and the activities we engaged in encouraged participation and opened a lot of minds," says Rita Lewis, a senior communication major. "This activity should be included in more classes," she adds.

Diversity in the workplace was the focus of the second module in FMST 383: *Delivery of Human Services to Families*. The students in this class are primarily family studies majors and will participate in a field assignment (e.g., in day care centers, hospitals) before they graduate.

For one of the major assignments, students were asked to research and role play hypothetical workplace problems, including gender discrimination, racial bias and domestic partnership benefits. Students prepared cases and worked with other "employees" to develop solutions to the identi-

fied problem. "Students were challenged to consider the importance of cultural competence when working with families and fellow workers from diverse cultural, ethnic, or class backgrounds," says Koblinsky.

The family studies department plans to conduct a formal evaluation of the modules at the end of this semester. Factors such as ethnic identity, attitudes toward diversity, and interaction with students from diverse backgrounds will be examined.

Not only is the family studies department planning to present the modules in the same two courses in the future, but also is developing new modules to address additional aspects of diversity in other family studies courses. "We would be happy to share the modules and our experiences with other interested departments," says Koblinsky. For more information, contact the family studies department at 405-3672.

CP Scholars Discover Maryland's Living History

This winterterm, College Park Scholars will be offering a new class, CPS 269, titled *Living Histories of the University of Maryland*. In this class students will study oral history and apply it to the University of Maryland College Park.

Oral history entails the recording of interviews with individuals, or narrators, who have a specific knowledge that might otherwise be lost, says Cheryl Hiller, who will team-teach the course with John Cordes, coordinator of undergraduate research for College Park Scholars and Kathy McAdams, executive director of College Park Scholars.

The idea for the course evolved from the interest of Hiller and Maurine Beasley, of the College of Journalism, to retain the history of women on campus. Oral histories are often done with underrepresented populations such as women, African Americans, native Americans,

and lower economic groups," says Hiller.

Students in the class will learn about oral history techniques and women's history at the university. They will then develop research proposals, compose interview questions and record interviews from a list of volunteers. These interviews will be kept as a part of a 50-year history of Maryland.

The class welcomes interested students with sophomore status or higher. Additionally, the class will feature guest speakers from the Oral History Association.

Hiller notes that the class will be intense, but will, "bring history to life," for the students.

—ERIN MADISON



Nyumburu Exhibits Celebrate Black Art

Powerful, color-filled paintings currently adorn the lobby of the Nyumburu Cultural Center. Chinedu Felix Osuchukwu Jr., this month's featured artist in the center's "A Celebration of Black Art: The African American Experience," Osuchukwu, a student at the Corcoran School of Art, majoring in fine art with a painting focus.

A graduate of the Duke Ellington School of Art, Osuchukwu began creating art at a very young age. He uses art to express his beliefs and aspirations and conveys "thoughts of peace by using colors subtly and painting portraits of great African-American leaders such as Dr. Martin Luther King, Jr. and Paul Robeson," he says. Osuchukwu's paintings focus on reality while depicting themes that alert the conscience.

Osuchukwu also teaches art to children throughout the Washington, D.C., metropolitan area. Through teaching, he is able to help other aspiring artists develop their skills and use their art as a positive outlet.

"Working and creating art with everybody makes me feel good because I am able to serve God's wishes and give back what I have learned," he says. "I have dedicated my talent to reach out to other people as a problem-solving force in the world. Art is an instrument that I use to accomplish my endeavors and to give back to other young artists through my teaching. Art will deliver me to my goals. I will never lose this determination to fulfill my dreams."

"A Celebration of Black Art: The African American Experience," is a monthly exhibit presented by the Nyumburu Cultural Center. This is the second month that the center has hosted the exhibit and they plan to continue featuring artists indefinitely, says Christopher Page, coordinator at the center.

"We try to feature unknown student artists," Page says.

Last month's exhibit displayed the art of two campus students, Dionne Thomas and Jason Culpepper. As a result of his art being presented at the center, Culpepper will be featured in his second exhibit, "Renaissance of the New Millennium," in Fort Washington this week.

Osuchukwu's art is currently on display.

—SABRINA MARTIN

Story Time Takes on New Meaning with Interactive Technology

Kindergarten puppet shows have come a long way since I was a kid. Instead of socks with googly eyes acting out scenes from a nursery rhyme, the Institute for Advanced Computer Studies hopes to bring interactive Storykits to elementary school classrooms.

Storykits are used to build story rooms—interactive rooms that allow kids to be characters in a story that they create themselves, using computer technologies to make the story come to life.

"We've been asking ourselves how we go beyond the desktop and into the room," says Allison Druin, an education professor who works for the Institute for Advanced Computer Studies. "These kits will enable kids to build their own stories."

First, the kids invent a story. Then they build props and scenery to go along with their story. Finally, the adults put "magic" on the props by placing computerized sensors on them that produce special effects when activated. The final product is a room created by the kids, containing a series of stations that when interacted with in the correct order, allow the participants to experience the adventure of the story for themselves.

"Imagine you walk into a room and you feel yourself jumping into the pages of a book," says Jaime Montemayor, a computer science graduate student who is part of the Storykit development team.

The Storykit team works in the autonomous mobile robotics lab (AMRL) and is made up of six adults and six to seven children ages 7-11. The kids are mostly children of faculty and staff at the university who are excited about technology, can work well in groups and have a strong desire to turn their ideas into reality.

This technology design team began in 1998 as an effort to learn from kids what kids really want when it

comes to new technologies for learning. The adult half is led by Dr. Druin, Professor of Computer Science and Electrical Engineering James Hendler, and Computer Science Professor Ben Bederson. Graduate students from the computer science department and the art department are assisting the project as well.

The kids are treated as equals and teach the adults how to see the world through their eyes. Over an intense eight-week summer session, the team came up with the ideas for the Storykits and story rooms. Now they are developing those ideas further. For three hours a week, the team gets together to work out the intricacies of creating an interactive story room environment. The team must work hard and fast to be the first to come out with this technology. Their main competitor is the Massachusetts Institute for Technology.

"We just have to work hard and get this out before anyone else does. The kids know that this is really cool stuff," says Montemayor.

The idea for the story rooms is a spin-off of PETS (Personal Electronic Teller of Stories), developed two summers ago. Reminiscent of the old Teddy Ruxpin dolls, the idea behind PETS is to have a robot built by kids that can tell and act out a story written by kids. With software created in the lab, called "My PETS," the design team kids wrote stories and selected different emotions for the robot to act out as it's told in the story. In addition to writing the story, the kids designed the robot and figured out what different emotions—such as happy or sad—would look like when acted out by the robot.

The first prototype, PETS I, built in 1998, is about two feet tall and looks somewhat like a cross between a shaggy dog, an owl and a spotted cow. PETS I is plugged into a computer and can move its arms and

body, but cannot make facial expressions.

Its successor, PETS II, built in May 1999, is much more sophisticated. It looks like a pig from outer space. Complete with a flying saucer, it is bigger than the original PETS, can make facial expressions and is completely wireless. PETS II was presented recently at a Computer-Human Interaction Conference in Pittsburgh.

Both the kids and the adults are learning about technology and having fun doing so.

"I can't imagine doing anything else," Montemayor says. "This is the fun part of school."

The future of story rooms and PETS is wide open. Story rooms will be introduced first in Sweden and England, where researchers are also working on collaborative storytelling with kids.

Druin plans to bring PETS into hospitals so children there can create their own stories and characters using the robots and My PETS software. She hopes the robots will act as therapy aids for physically and emotionally challenged children. Dr. Druin wants PETS to help these children express their feelings.

"The robot enables kids to have the robot tell emotions...The robot will help kids be more explicit with their emotions," Dr. Druin says.

AMRL will continue working on PETS and story rooms, developing technologies that incorporate the ideas and creativity of children.

"This is ongoing work...Our focus is developing new technologies for kids and develop new methods we can use to integrate kids and design teams," Dr. Druin says. "Most people don't include kids in the design process."

—SABRINA MARTIN

Maryland Announces Creation of the Major F. Riddick, Jr. Student Technology Entrepreneur Award

The University of Maryland will sponsor a new competition each year to select the state's best student-created technology business. Beginning in 2000, students in Maryland colleges and universities who have started their own technology business can compete for the annual Major F. Riddick, Jr. Student Technology Entrepreneur Award and its \$2500 prize.

The new competition, which will be managed by the Dingman Center for Entrepreneurship in the Robert H. Smith School of Business, is named in honor of Major F. Riddick Jr., chief of staff for Maryland Governor Parris N. Glendening and chair of the Maryland Information Technology Board and the Maryland Technology Showcase. It will be open to all students attending a Maryland college or university who have created their own technology business. Winners will be announced each year during the Maryland Technology Showcase, the mid-Atlantic region's largest showcase for cutting edge products and services.

"As a state and national leader in entrepreneurship education and technology innovation, the University of Maryland is pleased to sponsor this new award for our state's top student entrepreneurs," says University President Dan Mote, speaking at opening ceremonies for the 1999 Maryland Technology Showcase. "And we are particularly pleased to name it for Major F. Riddick, Jr. He has been instrumental in promoting the growth of high tech business in our state and implementing Governor Glendening's exemplary program for a state IT network that will connect all Maryland citizens and make state services

more readily available to everyone.

"Our sponsorship of this competition is the latest of the University of Maryland's continuing efforts to foster entrepreneurship and the creation of new business in the state and region," Mote says. "Our commitment to the teaching and practice of entrepreneurship also can be seen in two new campus programs, the Hinman Campus Entrepreneurship Opportunities Program and the Entrepreneurship Citation Program."

The Hinman CEO Program—the nation's first living-learning entrepreneurship program—will bring together undergraduate students from different disciplines to study entrepreneurship as they live and work together in a specially equipped dorm and perhaps even create their own start-up businesses. A joint program of the university's highly ranked schools of business and engineering, the Hinman CEO Program was initiated with a \$1.7 million gift from Brian Hinman, engineering school alumnus and successful creator of three high-tech companies. The first group of upperclassmen students will enter the program in the fall of 2000.

The business school's Entrepreneurship Citation Program is a curriculum of four undergraduate courses that teaches the essential aspects involved in starting, managing, financing and developing growth strategies for new ventures. Students' work in the program culminates in the creation of business plans for their proposed new ventures.

Exempt Pay Program Implementation Draws Near

continued from page 1

ing with campus administrators to review and discuss the proposed pay band assignments for placement of exempt positions within their respective areas of responsibility. By mid-February, all affected employees will receive a notification letter detailing the pay band assignment for their particular position, which will go into effect on Feb. 27, 2000.

Titles for current associate staff and academic administrators will not change, but classified-exempt titles will change to comparable titles, effective Jan. 2, 2000. All classified-exempt employees will be notified in writing before the holiday break of their new titles.

The Exempt Pay Program policies represent an improvement over many existing policies. For example, associate staff and academic administrators currently earn 22 days of annual leave per year regard-

definition of "exempt" employees under the Fair Labor Standards Act, which stipulates that exempt employees be paid a standard salary for performing the requirements of a job, regardless of actual hours worked. With this new policy, a typical (full-time) bi-weekly pay period requires a minimum of 80 hours on a schedule that satisfies the requirements of the job. This policy will provide administrators more discretion and flexibility in accommodating temporary schedule changes and alternate work schedule arrangements, as appropriate.

The recording of annual leave, sick leave and personal leave will not change under this new policy, though accrual of compensatory time will no longer be permitted without prior written approval of the Director of Personnel. In early February, exempt employees will receive a re-designed timesheet with detailed instructions on the recording

Exempt Pay Program Broadband Structure, College Park Campus

(Effective 2/27/00)

Salary Band	Minimum-Maximum	Band Speed
1	\$24,000-\$55,000	127%
2	\$30,000-\$71,000	137%
3	\$40,000-\$97,000	143%
4	\$55,000-\$140,000	155%
5	\$70,000-\$190,000	171%

Lucent Technologies and University Expand Collaboration in New Technology Development

continued from page 1

ment and realization of the next generation of networks which will power this new economy."

"We are very excited about this opportunity to deepen our relationship with an innovation leader like the University of Maryland," says Bill O'Shea, president and CEO of Lucent Enterprise Networks. "We look forward to working with the university to develop the future—and our future business leaders."

In addition to these newly announced initiatives, Lucent will continue to support the following joint programs now underway with the University of Maryland:

- **Trailblazer** - This student-inspired initiative aims to create technology-savvy business leaders. Lucent and the University of Maryland provide oversight and guidance to the program, which is designed to give students the experience and skills they need to be successful in the rapidly changing technology marketplace.

- **Mentoring** - Eleven Lucent executives are engaged in active mentoring with University of Maryland students under the auspices of the VALUE (Visionaries And Leaders Unleashing Excellence) program. Over the course of a semester, the executives share life lessons with the students, giving them a jump-start on their

careers and competitive advantage for the future.

- **Technology Trials** - The University of Maryland has and will continue to participate in beta tests of new Lucent products such as DEFINITY(r) IP Solutions with Voice-over IP telephones, which put voice conversations on data networks.

- **Optical Networking Project** - Lucent Technologies, in collaboration with the University of Maryland and other institutions, will begin joint research into ultra-high bandwidth applications over optical facilities.

Lucent Technologies, headquartered in Murray Hill, N.J., designs, builds and delivers a wide range of public and private networks, communications systems and software, data networking systems, business telephone systems and micro-electronic components. Bell Laboratories is the research and development arm for the company.

For more information on Lucent Technologies, visit its web site at www.lucent.com.

less of their length of service to the university. Under the new policy, all exempt employees will receive 22 days of annual leave through their 20th year of service, but beginning with the 21st year of service, annual leave will be accrued at the rate of 25 days per year.

Another policy change pertains to the timekeeping method for exempt employees. Currently, employees are required to record "time-in, time-out" on their timesheets. Under the new Policy on Work Schedules, exempt employees will no longer record actual hours worked. Instead, exempt employees will record "duty days" worked on their timesheets. This important change is consistent with the

of duty days worked and leave taken.

Please watch *Outlook* for further information as the Exempt Pay Program implementation proceeds. The Personnel Services Department staff is available to assist with questions employees may have. Exempt Pay Program inquiries may be directed to personnel@accmail.umd.edu, or to Compensation & Classification at 405.5660, Employee Relations at 405.5651, or the Office of the Director at 405.5648.

—CAROLYN TRIMBLE,
ASSOCIATE DIRECTOR OF
PERSONNEL

Exempt Pay Program for Policies, Effective January 2, 2000*

Policy	Highlights of Major Provisions	Changes from Existing Policy
VII-1.22 -- Policy on Separation for Regular Exempt Employees	- Establishes separation procedure for "at-will" appointments with an ascending period of notice based on length of service for employees hired after 1/2/00. - Excepts employees who serve as officers, and those with titles of Asst./Assoc. VP, Asst./Assoc. Provost, Asst./Assoc. Academic Deans, and Asst./Assoc. Vice Chancellor, and other key executive positions the President may designate. - Requires a one-year probation for an employee who voluntarily applies for and accepts an Exempt position elsewhere on the campus. Rejection on probation requires prior written notice of 30 days.	- Academic Administrators serve "at the pleasure of" the institution. - Classified-Exempt employees may be separated for "cause only" after passing a six-month probation. - Associate Staff may be terminated with a period of notice requirement up through seven years of service; after seven full years, may be terminated for cause only. Associate Staff serve a one-year probation with each new appointment.
VII-1.31 -- Policy on Layoff and Recall of Regular Exempt Employees	- Establishes period of notice and recall status for Exempt employees who are laid off due to abolished positions, termination of funds, organizational change, or lack of work. - Requires 90 calendar days advance written notice.	- Associate Staff must be provided 30 days prior written notice pending layoff. - Classified-Exempts must be provided 90 days prior written notice pending layoff.
VII-6.10 -- Policy on Work Schedules for Regular Exempt Employees	- Eliminates "time-in, time-out" recording of hours worked. Establishes the recording of "duty days" for days worked. - Eliminates accrual of compensatory time, except with prior written approval of the Director of Personnel.	- Associate Staff must account for eight hours per day. - Academic Administrators must account for 40 hours per workweek. - Classified-Exempt employees must account for 40 hours per workweek.
VII-7.01 -- Policy on Annual Leave for Regular Exempt Employees	Establishes the annual leave earning rate of 22 days per year through 20 full years of service; beginning with the 21st year of service, annual leave shall be earned at the rate of 25 days per year.	- Associate Staff and Academic Administrators accrue annual leave at the rate of 22 days per year, regardless of length of service. - Classified-Exempt employees adhere to the State of Maryland leave accrual schedule in four stages, beginning with 10 days accrued in each of the first five full years of service, up to a maximum of 25 days accrued annually beginning with the 21st year of service.
VII-7.10 -- Policy on Personal Leave for Regular Exempt Employees	- Establishes the earnings rate for personal leave at three days per calendar year. - The use of personal leave requires prior <u>notification</u> to the supervisor.	- The use of personal leave requires prior <u>approval</u>. - No change to the rate of earnings.

VII-7.30 -- Policy on Holiday Leave for Regular Exempt Employees	Establishes the amount of holiday leave earned by regular employees, and the protocol for observance dates.	No change to existing institutional practice.
VII-9.01 -- Policy on Implementation of the Exempt Pay Program	- Provides that no employee shall experience a reduction in base salary as a result of the implementation of the Exempt Pay Program. - Vests current rights with employees converted into the new program, so long as they remain at their current institutions. - Permits formerly Classified-Exempt employees to elect to enroll in the Optional Retirement Program or remain in the Maryland State Retirement and Pension System. - Requires that existing compensatory leave balances be used within one year of implementation. - Stipulates that there is no effect on employee grievance rights as a result of the Exempt Pay Program.	Classified-Exempt employees must enroll in the Maryland State Retirement and Pension System and do not currently have the option of enrolling in the Optional Retirement Program.
VII-9.11 -- Policy on Pay Administration for Exempt Positions*	- Establishes USM Exempt Pay Program salary administration guiding principles. - Extends the authority to each institution to design a pay administration program consistent with the guiding principles.	Salary administration policies were specific to each category of employment.
VII-9.51 -- Policy on Reassignment for Regular Exempt Employees	- Authorizes reassignment or modification of duties, responsibilities, and/or reporting relationships at any time to a similar or comparable position. - For reassignments involving a change of schedule or location, employees must receive two weeks prior written notice.	No change to existing policy except that there is no current requirement for prior written notice.
VII-9.61 -- Policy on Reinstatement for Regular Exempt Employees	- Establishes the conditions that shall apply to former regular employees who are re-appointed to regular Exempt positions within three years from the date of separation from regular USM and/or State service. - Applies to service credit and reinstatement of sick leave balance.	Previous reinstatement period was two years from date of separation.

*The Policy on Pay Administration (VII-9.11) will go into effect on February 27, 2000.

The approved policies reflect significant improvements over the initial draft versions circulated amongst the USM institutions last summer for dissemination to employees. After widely distributing the policies to affected employees, the College Park campus received feedback from individual employees, as well as from the Personnel Advisory Council, the Senate Staff Affairs Committee and the President's Commission on Women's Issues. All feedback was carefully reviewed and combined into College Park's institutional response back to the Exempt Task Force. Based on feedback of our campus, as well as from other institutions in the system, the policies were significantly modified prior to being approved by the Board of Regents on Dec. 3.

for your interest

events • lectures • seminars • awards • etc.

Library Intercession Hours

The University Libraries' schedule of hours for the intercession and Winterterm are now available at most library locations. Faculty, staff and students should be aware that materials in circulation may be recalled during this period.

If you are going to be away for more than 14 days, library staff recommend that you either return the books you have borrowed, or have your mail picked up by someone with access to the library materials charged out to you. This way, others will not be denied the use of materials needed for their research, and you won't have a mailbox full of overdue notices when you get back.

For more information, inquire at any UM Library service desk, or contact David Wilt, EPSL circulation, at 405-9140 or Terry Sayler, access services, at 405-9177.

Computer Virus Alert

Potentially the first of many Y2K viruses, the W32.Mypics.Worm / TROJ_MYPICS program affects Windows 95, 98 and NT machines. This worm is spread as an e-mail attachment file called pics4you.exe.

When activated, it sends itself in an e-mail message to 50 people in your Outlook mailbox. When the computer date changes to the year 2000, it will make a change that will simulate a Y2K problem and prevent you from accessing your hard drive without going into the BIOS setup. It will also overwrite your existing autoexec.bat startup file with a version that will delete all files on your C and D drives.

For more information, visit the Office of Information Technology Website at www.oit.umd.edu/helpdesk/virus. For further information, contact the OIT Help Desk at 405-1500 or visit the helpdesk website at www.oit.umd.edu/helpdesk

Cellular Vendor Days

The Office of Information Technology has arranged for cellular telephone vendors to be available to demonstrate, answer questions and sign up faculty, staff and students with special rates available to the University of Maryland community. Beginning in January and continuing through May, the vendors will be available from 11 a.m. to 3 p.m. the third Tuesday of each month in Room 0106 Patuxent Building.

For more information contact Tom Heacock on 405-4409, or e-mail: [\[cock@mercury.umd.edu\]\(mailto:cock@mercury.umd.edu\).](mailto:thea-</p>
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Art and Cultural Politics

With the recent hand-over of Hong Kong to China, and the pending return of Macao to China this month, and other developments in Asia over the

Zhaoxing to Visit Campus

China's Ambassador to the U.S., Li Zhaoxing, will visit campus Dec. 16. He will give a speech titled "China and the U.S. are Destined to be Partners" at 11 a.m. in Room 0111 of the Classroom Building.

The purpose of the ambassador's speech is to strengthen the relationship between the University of Maryland and the People's Republic of China. Current links between China and the university include programs in agriculture, information sciences and archives as well as training sessions in several disciplines. Exchange programs are already in place for students and scholars, and various departments on campus host frequent visits by Chinese dignitaries.

The ambassador's speech will reflect upon the rich, varied and long-standing collaboration between campus and the world power and focus on strengthening our ties of scholarship and friendship.

The event is open to the public. Please contact Rebecca McGinnis of the Institute for Global Chinese Affairs by Dec. 14 at 405-0213 or e-mail rm165@umail.umd.edu to reserve your seat.

The Classroom Building is on Stadium Drive across from the A.V. Williams Building. Parking will be available in Parking Garage 2, located on Regent's Drive.

past several decades, the relation between art and cultural politics in Asia has taken an interesting turn. A one-day conference on "Art and Cultural Politics: China, Hong Kong and Taiwan," sponsored by the Institute for Global Chinese Affairs and the art history and archaeology department on campus, will be held to examine the major issues surrounding this theme.

The event will take place on Saturday, Dec. 18, in Room 0105 St. Mary's Hall, from 9 a.m. to 5 p.m. Papers will include "White Cat, Black Cat: Cultural Politics Under Deng Xiaoping," "In Search of Historical Truth: The '2-28 Incident' Museum," "Hong Kong Artists' Representation of China," "The Marginalization of Female Artists in the Chinese Art System," "The Uses of Written Characters in Contemporary Chinese Art," "Chinese Ink Painting: A Postmodern Condition Past and Present," and others.

For more information, and to register your name by Dec. 15, contact Rebecca McGinnis, Institute for Global Chinese Affairs, at 405-0213, or e-mail: rm165@umail.umd.edu.

Advanced Microsoft Access

Faculty and staff computer training in Advanced Microsoft Access will be offered Monday, Dec. 20, from 9 a.m. to 4 p.m., in Room 4404 Computer and Space Sciences Building. There is a fee of \$75 for training and course materials.

Those with intermediate-level competency will learn to use action queries to update data values, create outer joins and use crosstab queries, create macros and use Access to create links to Internet sites and more.

Seating is limited and web-based preregistration is required at www.inform.umd.edu/ShortCourses. Questions about course content can be directed to oit-training@umail.umd.edu; questions about registration can be directed to the OIT training services coordinator at 405-0443.

book is checked out, the purple form is removed. Books moved to storage are available to all users within one business day and can be requested via VICTOR.

This project is expected to continue throughout the remainder of the academic year. For further information contact Karla Hahn at 405-9117 or kh86@umail.umd.edu or visit www.lib.umd.edu/UMCP/PUBSERV/circ_all.html#STOR.

Web-based Course Management

Registration is underway for the Winter/Spring 2000 series of Institute for Instructional Technology WebCT training modules, offered the second week of January, 2000. Faculty wishing to learn how to use the campus Web-based course management tool can attend these free, three-hour modules. Faculty already experienced in the use of WebCT may be interested in "Catching Up With WebCT version 2.0", or other topics on advanced uses of the environment.

Module descriptions, attendance criteria, and web-based registration are available at www.inform.umd.edu/IIT/current.html.

The IIT is cosponsored by the Office of Information Technology and the Center for Teaching Excellence. Questions about course content can be directed to oit-training@umail.umd.edu; questions about registration can be directed to the instructional technology training manager at 405-2945.

Statistics Seminar

Amy Goodwin Froelich discusses "Statistical Issues Related to Item Response Theory," Thursday, Dec. 16 at 3:30 p.m. in Room 3206 Mathematics Building. Her seminar is sponsored by the statistics program in the mathematics department.

For more information, contact Professor Grace Yang at 405-5480 or gly@math.umd.edu. For a complete abstract go to www.math.umd.edu/dept/seminars/statistics

Black History Month Calendar

Each year the Office of Campus Programs publishes a university calendar of events to commemorate Black History Month. This celebration reflects on the experiences and acknowledges the contributions of persons of African descent.

Now is an excellent time to begin thinking about programming for this February's Black History Month, with the theme "Heritage and Horizons: The African American Legacy and the Challenges of the 21st Century." You are invited to join in this university celebration by sponsoring lectures, programs or activities. Be creative in identifying topics for programs that relate to your particular unit, organization or mission.

Submit information or questions about programs to: Brandon Dula, Office of Campus Programs, 1135 Stamp Student Union, 314-7167, or e-mail bdula@union.umd.edu. Information for the calendar is due Jan. 7, 2000.

Textbook Info Requests

Faculty members and other academic department staff members are being contacted by a number of Web-based textbook companies requesting textbook adoption information, and one company is also requesting faculty members to recommend students who could serve as their sales representatives on campus.

You do not have to respond to any of these requests. If you need help or have questions concerning such requests for information, contact Paul Maloni at 314-7837 or e-mail him at pmaloni@union.umd.edu

Books in Storage

To allow new books and serials to be shelved in the McKeldin Library, staff have determined it is necessary to transfer to on-campus storage most books that have not circulated since 1980. Books identified for transfer to storage are being flagged with purple forms. These forms will remain in the books for at least a month before the books are moved to storage.

Faculty or students can fill out the purple form to indicate that a book should remain in the open stacks. If a